



# Behaviour Mentor

## Information Pack

Transforming Lives

[fullhurst.leicester.sch.uk](http://fullhurst.leicester.sch.uk)



# Introduction



Dear Applicant,

It is with great pleasure that I introduce myself as the Executive Headteacher of Fullhurst Community College. Thank you for expressing your interest in becoming a part of our school community.

Fullhurst Community College is committed to creating a supportive and inclusive learning environment for our 1500 students, aged 11-16 years. We take pride in offering the highest quality education and personalised learning pathways for every student, a commitment recognised in our recent Ofsted Inspection (September 2023): “Dedicated staff at the school have worked hard to create an inclusive culture.”

Our primary objective is to shape successful, confident, and responsible individuals, equipped with both academic qualifications and essential personal and social skills. Acknowledged by Ofsted, our broad and varied curriculum ensures that all students have opportunities to realise their aspirations. “The school has planned an ambitious curriculum to meet the needs of all pupils.”

The core values of Respect, Kindness, Determination, and Unity are integral to our success in enabling students to exceed their potential. “These values underpin the strong relationships pupils have with staff and each other. Pupils respect diversity.” (Ofsted September 2023).

Our commitment to excellence extends to equipping our staff with the necessary tools and materials for delivering high-quality education from the start of their career.

Our state-of-the-art facilities at Fosse and Imperial Campuses cater to the diverse needs of our student body, contributing to our ‘good’ rating across all areas by Ofsted (September 2023).

If you are enthusiastic about contributing to our ongoing success and making a positive impact on the lives of young people, we warmly welcome your application.

We look forward to the possibility of welcoming you to our team of dedicated staff.

Yours sincerely,

**Christina Bailey**  
**Executive Headteacher**

# Our School Values



**Kindness, Respect, Determination and Unity.** These values are central to everything we do and underpin our vision for both staff and students. At the heart of our work is a commitment to inclusivity, and our belief that education has the power to transform lives. We want this to be clearly reflected in our recruitment materials.

At its core our vision for our school, students and staff is built on inclusivity. At Fullhurst Community College, we are committed to providing the highest quality of education for every student in a supportive environment. We strive to provide access to different opportunities for our students, both inside and outside of the classroom, which will have a positive impact on their life. We believe that education can transform the lives of the students that we serve.

We are proud of our emphasis on a broad and balanced curriculum that promotes independence, creativity and enjoyment and are committed to providing high quality teaching that aims to ensure individual needs are met and that students can make progress, fulfil their potential and experience success. There is a drive to celebrate success and take pride in the achievements of our students.

We want our students to leave our school as successful, confident and responsible young people equipped with the academic qualifications, as well as the personal and social skills, that will enable them to make a positive contribution to society. Our core values of Respect, Kindness, Determination and Unity are key to us achieving and enabling our students to meet and exceed their potential.

## **As a school we have created definitions for our school values:**

### **RESPECT**

We treat ourselves, each other, our school community and the world around us with care

### **KINDNESS**

We treat others as we would like to be treated ourselves

### **DETERMINATION**

We try our best in everything we do, every day

### **UNITY**

We will work together and succeed together

**Our school values are reinforced through the key messages that students see and hear whilst they are at school.**

# Why Fullhurst?



**At Fullhurst Community College, we believe in supporting, inspiring and developing every member of our team. When you join us, you become part of a vibrant, inclusive and ambitious school community where your work truly matters.**

## **INCLUSIVE AND SUPPORTIVE CULTURE**

A welcoming and diverse environment where staff are valued and supported at every stage of their career.

## **COMMITMENT TO PROFESSIONAL DEVELOPMENT**

Access to high-quality CPD, leadership development opportunities, and pathways for career progression.

## **STRONG SCHOOL VALUES**

Our core values – Respect, Kindness, Determination and Unity – shape everything we do and create a positive, purposeful school culture.

## **MODERN TEACHING FACILITIES**

Two well-equipped campuses – Fosse and Imperial – providing dynamic and inspiring learning spaces for staff and students.

## **STUDENT-FOCUSED VISION**

A shared belief that education transforms lives, with a focus on providing meaningful opportunities both in and outside the classroom.

## **STAFF WELLBEING PRIORITISED**

Wellbeing initiatives, supportive leadership and a healthy work-life balance embedded in our approach.

## **TEAM ETHOS**

A collaborative and motivated staff team, working together to ensure every student thrives.

## **MAKING A REAL DIFFERENCE**

Be part of a school with high aspirations, where your contribution helps shape the futures of the young people we serve.

# Fosse Campus



# Imperial Campus



# What We Can Offer You?



A comprehensive induction process.



Commitment to providing a supportive and developmental culture for all staff, through an extensive CPD programme.



Dedicated time is set aside for the department to plan collectively and therefore reduce workload.



We do not conduct formal lesson observations.



We're committed to equality and diversity; this is an area of responsibility for a member of our SLT and a linked Governor.



Free access to our fully equipped on-site gym and preferable rates for college facilities hire.



Vivup counselling service offering telephone or face-to-face appointments, 365 days a year.



Eye care vouchers - help with your eye care if your work involves significant periods of time looking at a computer screen.



Annual flu jab - to protect against those winter germs.



We provide a wide range of activities and events for staff to relax and enjoy across the year.



Cycle to work scheme - designed to promote healthy travel to work and reduce carbon footprint.



Free electric car charging.

# FULLHURST COMMUNITY COLLEGE

## Job Description



**Post title:** Behaviour Mentor

**Salary:** Grade 5 (Points 11-14) – actual starting salary: £23,915 per annum

**Contract type:** Permanent for 39 weeks per year (38 weeks term time plus 5 training days)

**Hours:** 37 hours per week (Mon – Thu 8:00am-4:00pm and Fri 8:00am-3.30pm with 30 min lunch)

**Responsible to:** Member of SLT

### Core purpose of the post:

- To work with students who have been identified as needing support in managing their behaviour.
- To work with students overcoming barriers to learning inside and outside of school in relation to their behaviour.

### Specific responsibilities of the role:

- Promote the inclusion and acceptance of all students.
- Lead activities with individuals or small groups of students to facilitate their social, emotional and educational development within a safe environment.
- Devise and implement behaviour and social skills interventions with individuals or small groups.
- Maintain records and collect data relating to behaviour as directed.
- Promote and reinforce self-esteem and encourage achievement and development in students.
- To encourage and motivate students and to increase their self-esteem and independence.
- Lead on a variety of specialised programmes eg, anger management sessions, anxiety support and emotional literacy.
- Establish productive working relationships with students, acting as a role model and setting high expectations.
- To respond to incidents of inappropriate and poor behaviour during the school day with the aim of re-engagement in class.
- Work with parents, school staff and other support agencies to prevent problems worsening and interfering with the pupil's ability to engage with school and learning.
- Follow and adhere to all college policies and procedures including data protection policy, equality and diversity policy, health and safety policy, safeguarding children in education - child protection policy.

### Job tasks

- To identify individual student behavioural needs
- To implement an individual programme to address behavioural issues identified
- To track and monitor identified students
- To develop and prepare resources and material packs for identified students.
- To build relationships, supporting students on a one to one basis or in groups.
- To remove barriers to learning and support teaching staff where necessary.

- To provide effective support for teachers in implementing behaviour and learning targets.
- To have the knowledge and skills to refocus patterns of poor behaviour in individuals
- To administer the college's attendance and behaviour systems, adhering to college policy and procedures to investigate unauthorised absences.

### **Other responsibilities**

- To support detentions where necessary.
- To attend meetings and reviews as necessary.
- To be proactive in challenging poor behaviour during lesson and at break and lunchtime in line with the college behaviour policy.
- Undertake duties and tasks related to the above deemed reasonable by the Executive Headteacher and Director of Resources.
- Attend relevant courses and any other training deemed reasonable within the requirements of this post.
- Comply and assist with policies and procedures relating to child protection and safeguarding, reporting concerns to an appropriate person.
- Contribute to the overall ethos/work/aims of the school.
- To provide a physical presence around the school during the school day.

While every effort has been made to explain the main duties and responsibilities of the post, each individual task is not identified.

This job description is current at the date shown, but in consultation with you, may be changed by the Executive Headteacher / Director of Resources to reflect or anticipate changes in the job commensurate with the grade and job title.

Signature \_\_\_\_\_

Date \_\_\_\_\_

# Fullhurst Community College

## Person Specification



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**Responsible to:** Member of SLT

Training and education	Essential (E) / Desirable (D)
Maths and English GCSE (A*-C) or equivalent qualification.	E
Qualification in behaviour management – NLPSA or equivalent degree	D
Hold a first aid qualification or be willing to complete a first aid qualification	E
Experience and knowledge	
Have experience of working with challenging students.	E
Mentoring skills.	E
Have knowledge and understanding of the schools behaviour system.	E
Have an understanding of the schools core purpose.	E
Qualities and skills	
Adaptable and resilient to changing circumstances and ideas.	E
Energetic and enthusiastic.	E
Reliable and integrative.	E
Desire to enhance and improve skills.	E
Be able to plan and organise own workload.	E
Demonstrate a calm but firm manner	E
Equal opportunities	
Must be sensitive to the requirements of disadvantaged groups and students with SEMH.	E
Must be able to recognise discrimination in its many forms and willing to put the college's equality and diversity policy into practice.	E
Other conditions	
Be able to evidence a willingness to have a high profile around the college and act as a role model for young people.	E
Be able to work independently without direct supervision.	E
Willing and able to work outside normal college hours.	E
A willingness to attend training courses and train other staff as required.	E
A polite and helpful manner to staff, students, governors, parents and the wider community.	E
Must satisfy relevant pre-employment checks e.g. Disclosure and Barring Service (DBS).	E



